

**Council for Labor & Economic Growth
Accelerating Re-Employment/Workforce System Committee Meeting
Wednesday, May 3, 2006
1:00 p.m. – 4:00 p.m.**

MEMBERS PRESENT:

Matthew Chambers, Chair
Doyle Hayes
Thomas Hickner (via phone)
Mitzi King
Alan Low
Gene Pierce
Trenda Rusher
Holliace Spencer
Mary Thornton
Mike Zelley
Lynn Zuellig

GUESTS:

Laura McMurtry
Ellen Weaver
Suzanne Odgen
Jeannie Vogel
Alisande Henry

COMMITTEE STAFF:

Marcia Black-Watson
Sue Ann Searles
Marti Welsh

MEMBERS ABSENT:

William Peterson

Mr. Matt Chambers, Committee Chair, opened the meeting at 1:00 p.m. Introductions of meeting participants followed.

Ms. Janet Howard, Deputy Director, Bureau of Workforce Programs (BWP), Department of Labor & Economic Growth (DLEG) provided information on a modification to the State Workforce Investment Plan. Ms. Howard stated a modification of the State Workforce Investment Plan is required to reflect two waivers, which were recently granted to the State. The State requested, and was granted, a waiver that would allow the State to utilize a portion, up to fifty percent, of WIA State set-aside Rapid Response funds as “local activity funds” to operate an incumbent worker training program at the local Workforce Development Board level. These funds will be utilized in the same manner as statewide activities funding. Subsequently, income eligibility (including self-sufficiency) and WIA performance measures would not be applicable.

In addition, the State requested, and was granted, a waiver allowing the redistribution of recaptured local area adult, dislocated worker, and youth funds based on a Workforce Development Board’s requested amount, demonstrated capacity to expend formula funds, and performance in the current and prior program years, rather than redistribution based solely on a federally mandated formula.

A question was asked as to whether these waiver requests were provided to Michigan Works! Agencies (MWAs) for comments. Ms. Howard stated the MWAs had an

opportunity to comment, and the issues raised were resolved. The two waivers will provide greater flexibility at the State level.

A MOTION was made to SUPPORT the changes to the State Workforce Investment Plan.

Ms. Mary Thornton, Committee Member, gave a presentation on Global Talent Management (See PowerPoint attachment) and General Motors use of the Lominger Model. The presentation included a sample of sort cards, which is a tool from Lominger, The Leadership Architect. The Sort Card Deck is made up of single cards devoted to 67 competencies and 19 Career Stopper and Stallers. On the front of each card is the competency definition, the “skilled definition”, and on the back of the card is the “overused skill definition”. The cards can be used for:

- Competency modeling;
- Conducting performance appraisals;
- Initiating performance improvement programs;
- Gap analysis; and
- Assessing interview candidates and matching people to job requirements.

Committee members discussed entry-level soft skills, and provided examples on assessments their respective organizations use. The discussion included the purpose of the soft skills workgroup, which was formed to make recommendations on a broad soft skill assessment tool to be utilized within the state’s workforce system. The Committee recommended to the soft skills workgroup the common assessment tool be evidenced-based and outcomes oriented. The Committee also talked over investigating soft skill assessments to recommend to the Michigan Works! Agencies (MWAs) as a future project.

The Committee reviewed the latest draft of the Compact for a 21st Century Workforce. Several changes were suggested:

- Third bullet, under *Diversity & Inclusion* add “access” to first sentence to read “Michigan recognizes that diversity, inclusion and *access* are a competitive advantage and critical to success in the global economy.”
- Fourth bullet, under *Employability & Advancement* change “...build their skills while working” to “....enhance their skills while working.”
- Fifth bullet, under *Education & Training* add the sentence “This includes enhancing the talent of the incumbent workforce.”
- Incorporate the suggestions of Bill Orabone into the last bullet to read:
Business Solutions - Providing businesses with world-class solutions that exceed their needs in a coordinated fashion is what we do. This means developing *leading edge* policies and partnerships with employers that promote *high quality* training and education for the current workforce as a critical element of economic development. These should promote business investment in training in skills of the future.

Mr. Chambers made a MOTION and was SUPPORTED to incorporate the suggested revisions into The Compact for a 21st Century Workforce.

Ms. Jeannie Vogel, Office of Marketing and Communications, DLEG, provided a graphic version of the Compact. It was suggested that a person in a wheelchair be depicted in the Compact as a universal representation of people with disabilities.

The discussion on launching the Compact included:

- The Compact will be adopted at the June 5 full Council meeting, and the signing at the September Council meeting would be ceremonial.
- The support of the Governor is needed.
- An implementation strategy needs to be developed so everyone knows what their role is.
- CLEG members will need a tool kit to get them on board.
- A business success story would put a face to the Compact and make it real.
- The presentation of the Compact needs to be energetic.
- Is “Compact” the best word to describe the Committee’s message.

Mr. Chambers will present the Compact to the Executive Committee on May 15 and will get feedback. A conference call was scheduled for the following Monday, May 8, to discuss the name and how the Compact would be presented at the June 5 Council meeting.

The meeting adjourned at 4:00 p.m.